Tempus Resource

Program Framework

Resource Portfolio Management

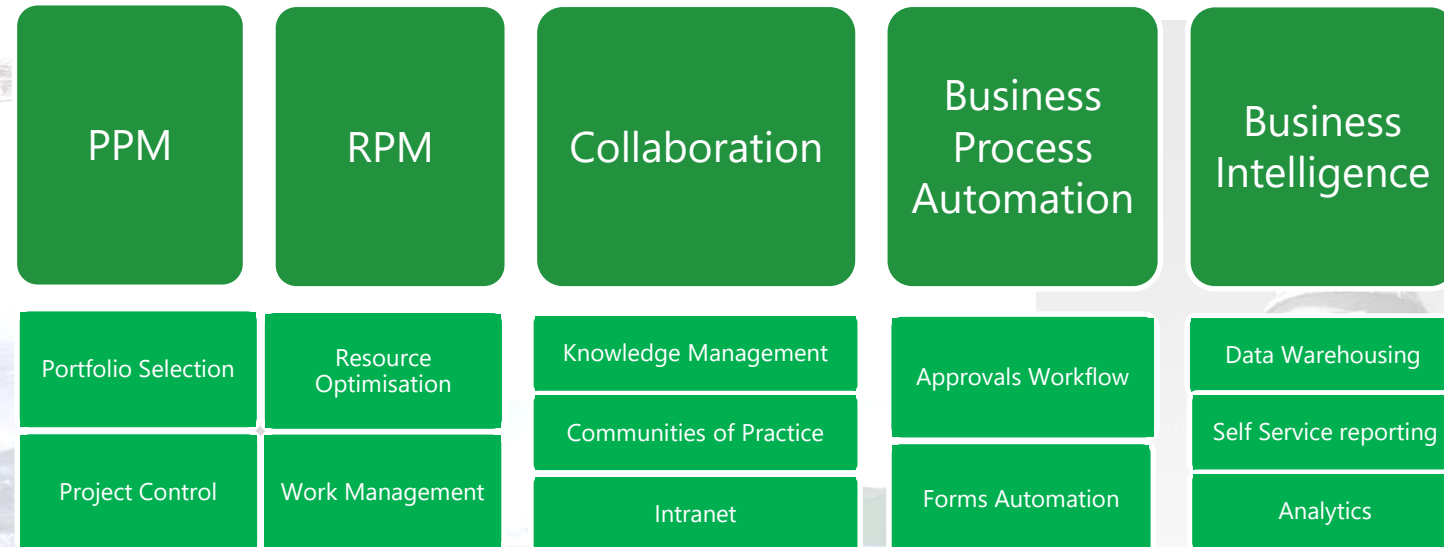# Agenda

Introductions

Resource Management – the problem

From Resource Management to Resource Portfolio Management

Technology Demonstration

Next Steps
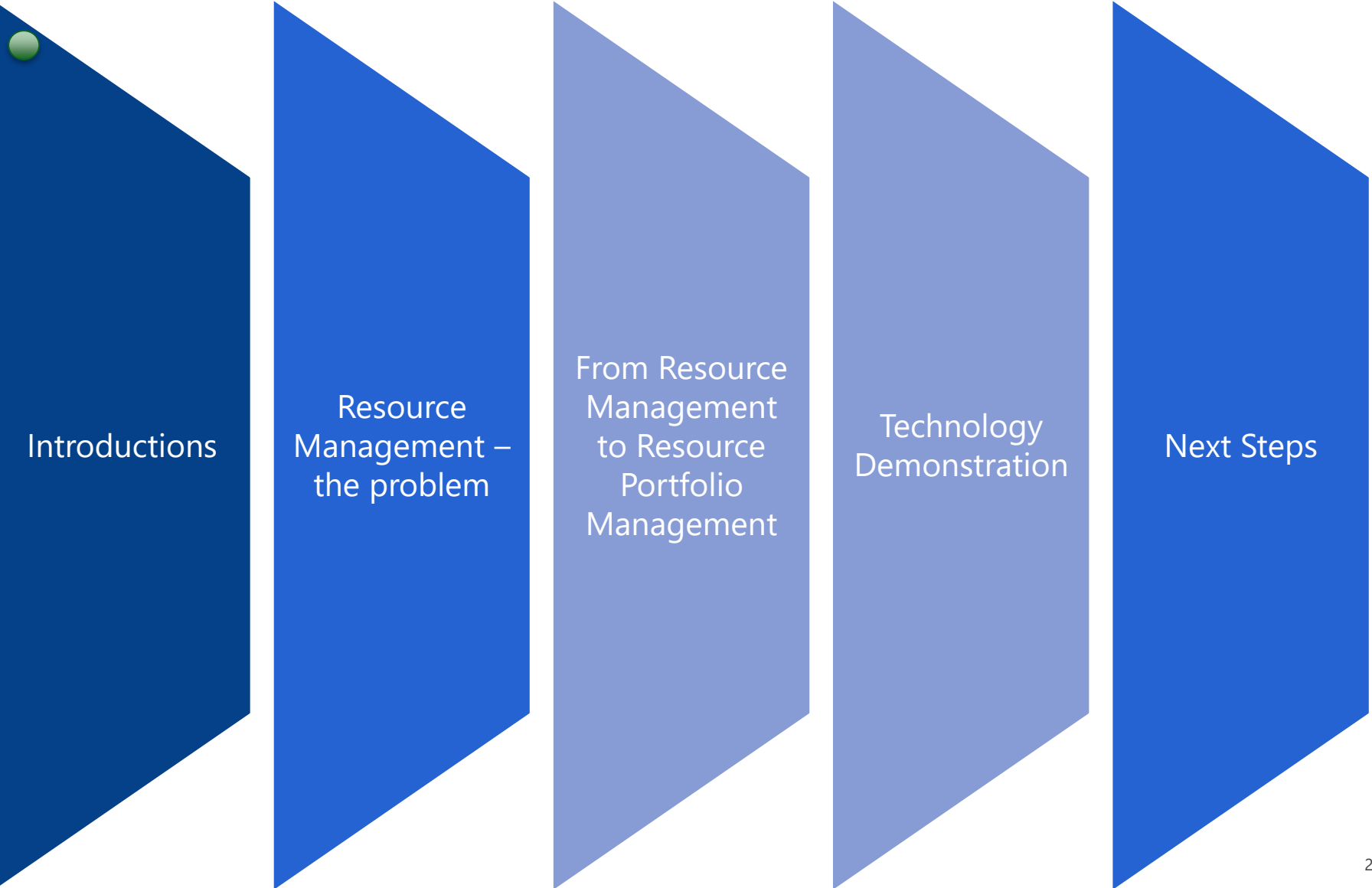
Capability Areas

Process

Change Enablement	Strategic Planning	Strategic Delivery
Personal Change	Vision, Mission, Purpose	Portfolio Alignment
Organisational Change	Competitive Advantage design	P3O Delivery Capability
		PPM Governance & Reporting

Technology

| PPM	RPM	Collaboration	Business Process Automation	Business Intelligence
Portfolio Selection	Resource Optimisation	Knowledge Management	Approvals Workflow	Data Warehousing
Project Control	Work Management	Communities of Practice	Forms Automation	Self Service reporting
		Intranet		Analytics

Contributing author to OGC portfolio management guidance
Advisor to Association for Project Management
Member of APM Corporate members group
Sponsor of APM Programme of the Year

Microsoft Gold Partner and member of Microsoft's Product Advisory Council for Project
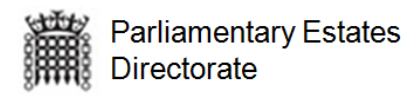Leading UK deployment partner for Project, Nintex and ProSymmetry
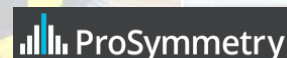
Some of our clients

- Central Government
- Construction & Engineering
- Defence
- Research
- Education
- Emergency Services
- Financial Services
- Healthcare
- Local Government
- Manufacturing
- Oil & Gas
- Professional Services
- Retail
- Telecoms

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Key Challenges of Resource Planning

Rapidly changing business environment

+

Responsive, Agile strategies

→

Leads to increased complexity:

- Changing business context
- Demand fluctuations
- Skill mix
- Balancing delivery modes (off shore/near shore)
- Cost optimisation
- Do-ability assurance

"What you want, as a portfolio or resource manager, is an optimized utilization of the resources you have, with 'just-right' commitments to get projects done and support existing applications."
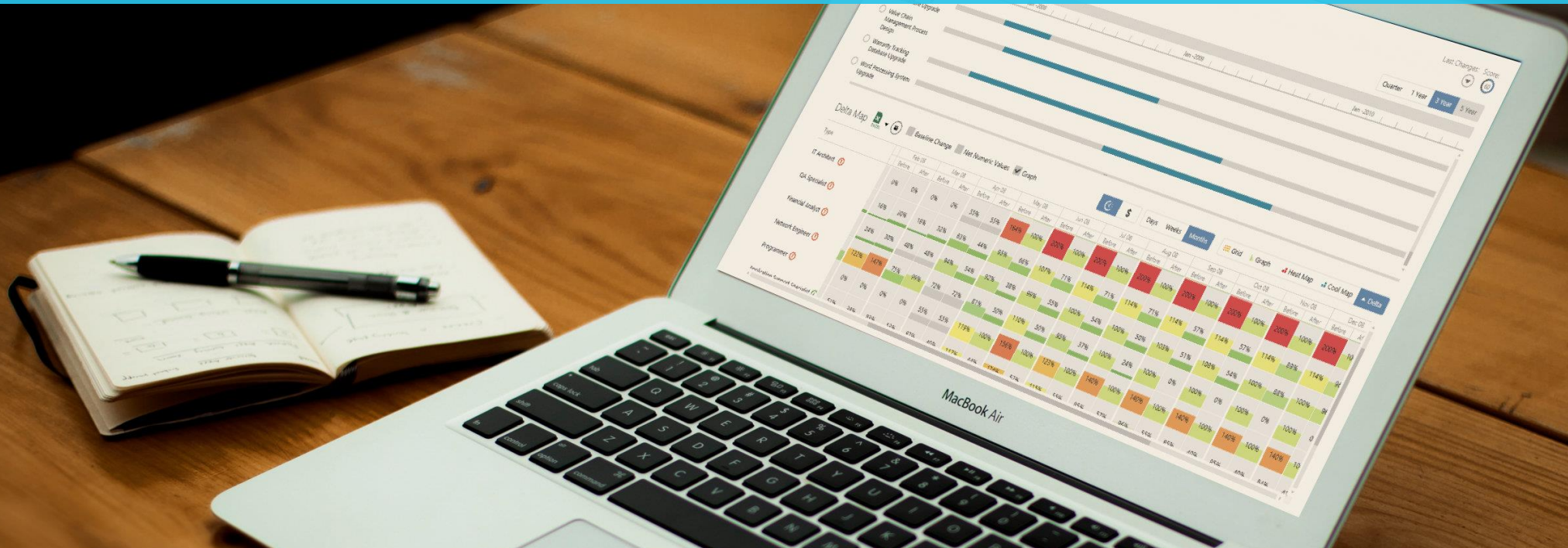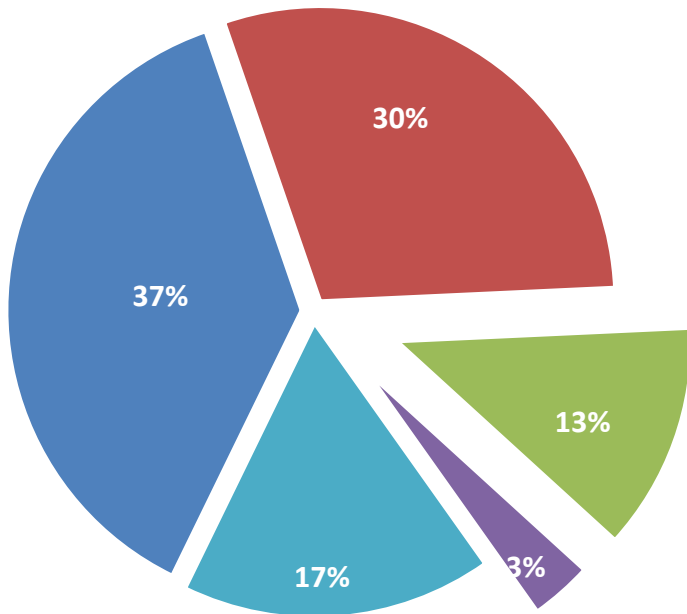
"What you have is a tsunami of work requests to 'get it done now', some 'back-of-the-envelope' resourcing calculations and sliced-thin commitments spread out over a sea of work."

How do organisations currently manage resources?

- Microsoft Excel continues to be many project managers' resource management tool of choice

- Other PPM tools are helpful for organizing day to day tasks on individual projects yet are too focused on the minutiae

- Excel provides a high level overview of various projects and their resource allocation yet is relatively inflexible

37%
30%
13%
17%
3%

- Excel spreadsheet
- Internally developed solution (e.g. SharePoint, Access, etc.)
- On-premise commercial solution
- SaaS-based commercial solution
- We do not have a PPM solution

When your future changes, how do you plan?
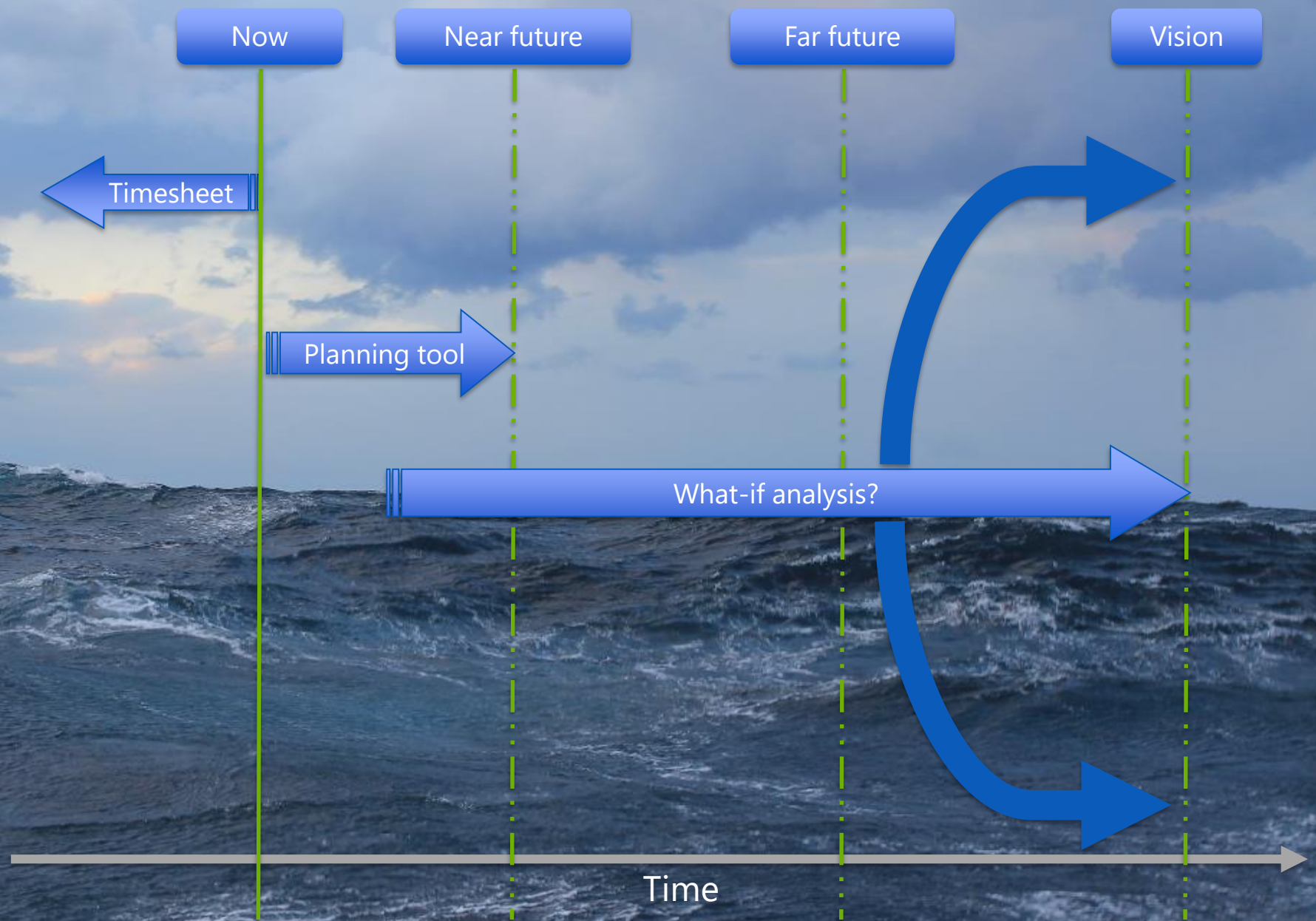
Now | Near future | Far future | Vision

Timesheet

Planning tool

What-if analysis?

Time

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Value of Resource Portfolio Management

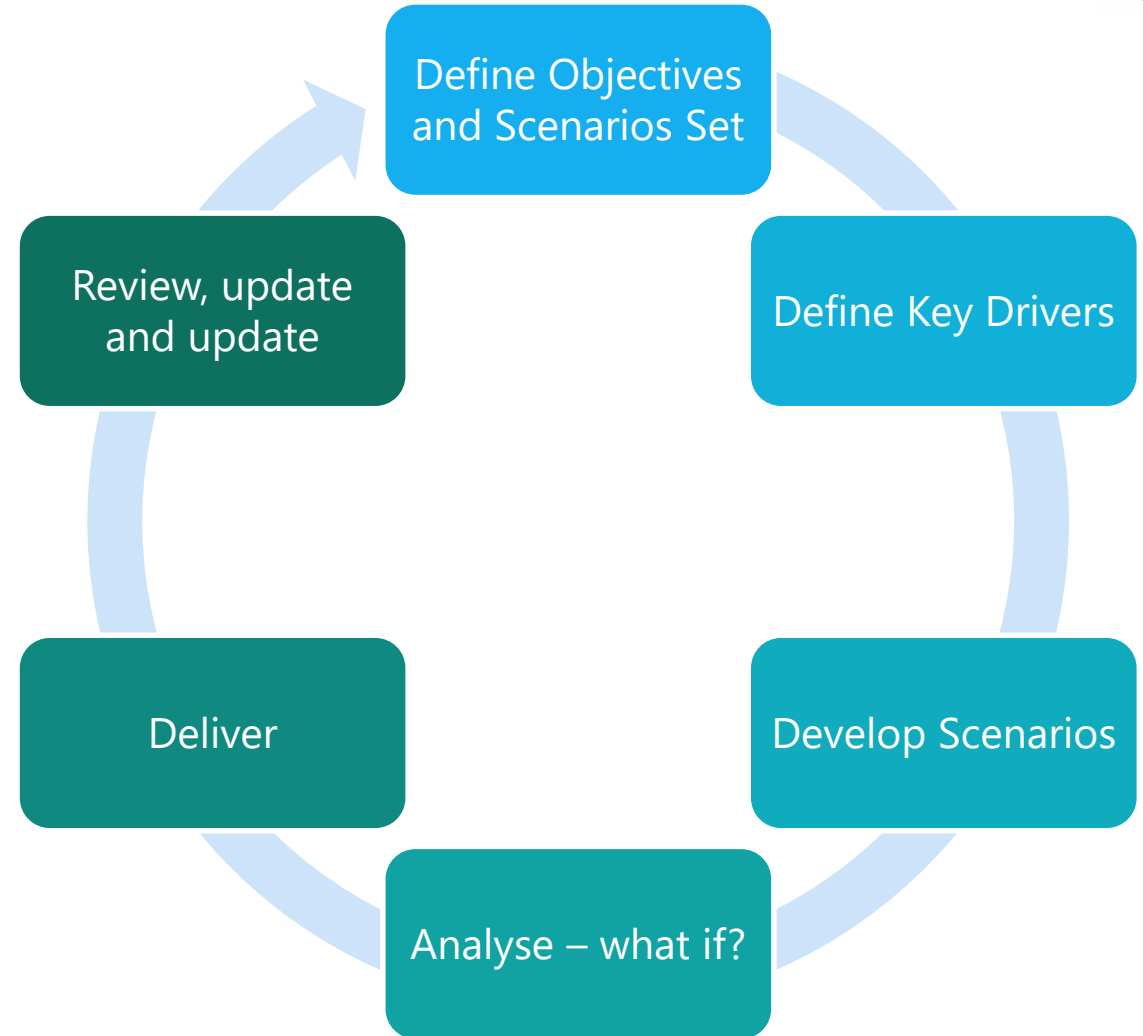Moves resource management from the micro level of the team or Project to the corporate portfolio

Enables us to think both holistically for the Organisation, **and** for the day to day

Enables to ask **and** answer the "what happens if?" questions

Allows us to scenario* plan the future and prepare for unplanned events

*Suggested reading – The Black Swan: The Impact of the Highly Improbable - Nassim Nicholas Taleb

Typical Scenario planning

Define Objectives and Scenarios Set

Define Key Drivers

Develop Scenarios

Analyse – what if?

Deliver

Review, update and update

Scenario Planning:
- Origins in military planning
- Applied to business strategy, first by Shell
- Avoids a single point estimate of the future and allows us to ask, "What if?"
- Help protect against "group think"

Application of Scenario Planning to Resource Management

Why?

- Allows us to predict impact of strategic or environmental changes on are ability to deliver
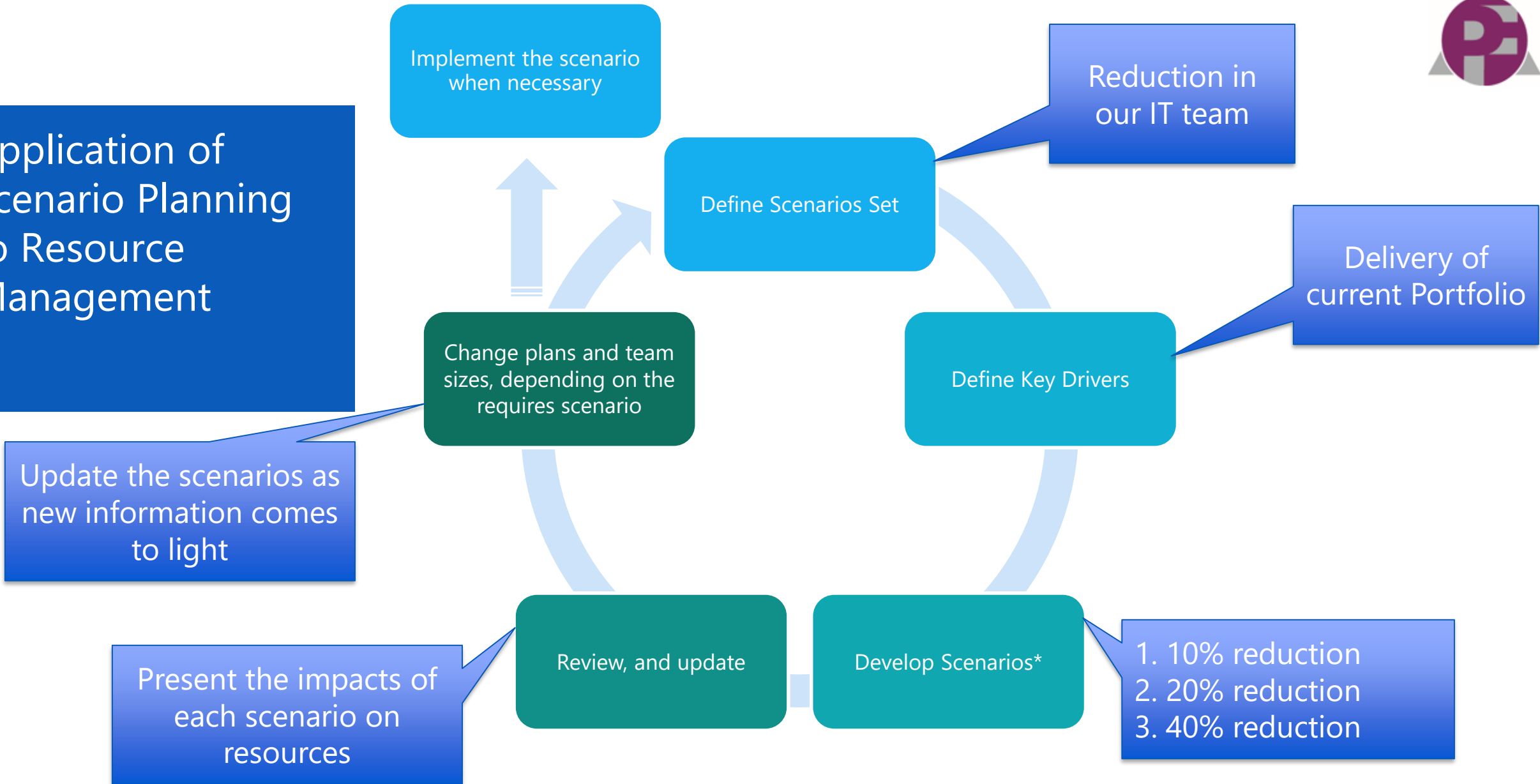
What variables?

- Change initiatives, Projects, Programmes any other delivery vehicle
- Resource demand / Assignments
- Resource capacity

Who?

- Portfolio Manager, Resource Managers, organisational leaders

Application of Scenario Planning to Resource Management

Implement the scenario when necessary

Define Scenarios Set

Reduction in our IT team

Delivery of current Portfolio

Define Key Drivers

Change plans and team sizes, depending on the requires scenario

Update the scenarios as new information comes to light

Review, and update

Develop Scenarios*

1. 10% reduction
2. 20% reduction
3. 40% reduction

Present the impacts of each scenario on resources

*In reality scenarios would be multi-variate and more complex

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Tempus Resource: Modelling, Optimisation and Reporting Engine

The Tempus Resource Solution – Standalone or Connected to your PPM tool

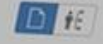Low barriers to adoption
Short time to value
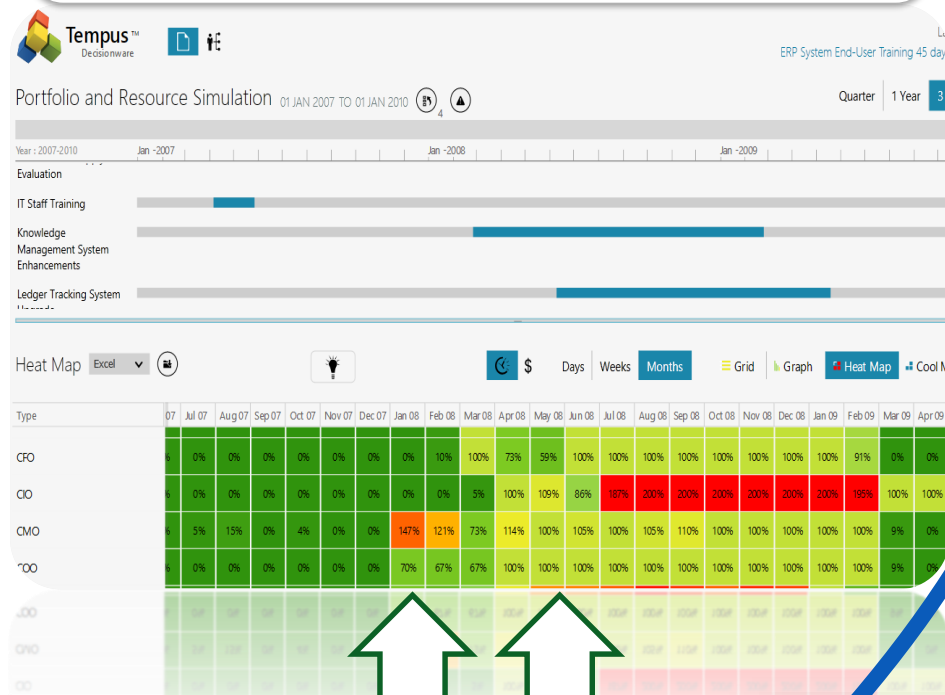
Tempus SuperGrid: Enterprise Administration and Standalone Plan and Resource Management Functions

Existing PPM Tool: Import project, task and resource information from tools such as MS Project, Jira, Planview

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TEMPUS RESOURCE DEMO

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Contact

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